Gwénaëlle POILPOT-ROCABOY

Full Professor



Présentation

- **Dean of IGR-IAE Rennes**
- **Co-Director of the Master 2 in Human Resources**
- **Vice-President of the AGRH (Francophone Association of Human Resources Management)**
- **President of the Référence RH network (enhancement of Master programs in human resources)**

The objective of my research and teaching is to conceptualize and promote a “renewed”, sustainable and supportive Human Resources Management that leads to a better quality of life at work for employees, in a perspective of global and sustainable performance, social and societal responsibility of the company.

> Laboratoire de recherche : CREM UMR CNRS 6211

Recherche et entreprise

Scientific outreach

Research Contract

Scientific manager of the research contract IREA – ARACT Bretagne – DIRECCTE Bretagne. Research collaboration ARACT Bretagne-DIRECCTE Bretagne (May 2013 to December 2015).

Scientific events

Co-organizer of the conference “Quality of life at work and performance in companies: current events and realities”, IREA-UBS-ARACT Bretagne, Vannes, June 13, 2013

Member of scientific committees of international or national congresses

- HRMA Annual Conference
- Annual meetings on prospective professions
- International Diversity Encounters (since 2010)

ADERSE Congress 2013, Brest…

Participation as guest lecturer

- "Quality of Life at Work and Diversity", ANDRH International Congress, CNIT La Défense, June 25, 2015
- "Des accords et plans d'action Pénibilité : Retour d'expériences et perspectives" , 12th Week for Quality of Life at Work, IREA-Université de Bretagne Sud, Vannes, June 15, 2015
- "Working conditions in the company", Conference, Faculty of Business Administration, College of Economics, Hue University, April 14, 2015
- "To prevent and guarantee the health and safety of people in the workplace :
- Why and how? "AIMT Conference (Association interprofessionnelle de Médecine du Travail), Rennes, June 24, 2014.
- "Tools for time management to change the lives of employees! "4th Biennial Conference on Professional Equality, Lorient, May 16, 2014.
- "The general policy of a company in action: how does a management influence the power to act together? "Colloquium on "Preventing violence in the workplace and creating the conditions for well-being", University of Rennes 1, Rennes, November 29, 2013
- "Repères historiques, évolutions du travail et performances", Symposium "Quality of life at work and performance in companies: current events and realities", IREA-ARACT Bretagne, Vannes, June 13, 2013.
- "How to live well at work? ², Conference Centre des Jeunes Dirigeants, Rennes, 4 February 2013

Awards and distinctions received

Best Paper of the 24th Congress of the Association Francophone de Gestion des Ressources, Paris "Acting on working conditions to keep seniors in employment" (with Natacha Pijoan and Alain Chevance), 20, 21 and 22 November 2013

Expertise

- Member of the National Board and the Scientific Council of the AGRH (Association Francophone de Gestion des Ressources Humaines) (since November 2010)
- Qualified member of the Steering Committee of ARACT Bretagne (Regional Agency for the Improvement of Working Conditions) (since November 2011)
- Member of the CNU 06 list Recognition and Valuation of the Teaching and Research Profession in Management Sciences (since November 2015)

Member of editorial or scientific committees of journals

Revue Management et Avenir, @GRH, Revue de Gestion des Ressources Humaines (RGRH), Revue Interdisciplinaire Management, Homme(s) & Entreprise (RIMHE), Revue Internationale en Sciences de Organisations (RISO) (launch in 2015)

Article Editing Activity

Revue Management et Avenir, Revue Management International, @GRH, Revue de Gestion des Ressources Humaines (RGRH), Revue Interdisciplinaire Management, Homme(s) & Entreprise (RIMHE), Revue Internationale en Sciences de Organisations (RISO) (launched in 2015)

Interactions with the social, economic and cultural environment

Development and partnership activities on the territory

Initiator and co-signer of the partnership agreement with VENETIS (Groupements d'employeurs de Vannes) and the CRGE (Centre de Ressources des Groupements d'Employeurs en Bretagne)

Organization of conferences, debates, exhibitions, seminars for professionals

- Organization of a conference as part of the 12th Quality of Life at Work Week, IREA-University of Southern Brittany, Vannes, June 15, 2015.
- Organization of a workshop on “Time articulation tools to change employees’ lives! “within the framework of the 4th Biennial of Professional Equality, Lorient, May 16, 2014.
- Organization of a conference on “Quality of life at work and performance in companies: current events and realities”, IREA-ARACT Bretagne, Vannes, June 13, 2013.

Thèmes de recherche

Workplace Well-being

Professional equality

Difficult working conditions

Psychological harassment in the workplace.

Keywords: Quality of Life at Work / Lack of Quality of Life at Work

Activités pédagogiques

Teaching activities

- Human Resources Management,
- Shared Human Resources Management,
- Shared Time Human Resources Management,
- Workplace Health and Safety,
- Compensation Policy